

Side Letter on Employee Compensation presented by SEIU Local 221 (MM-PROF) as part of package proposal 6/7/2013

Concern: This proposal is made as part of a package proposal to resolve all outstanding issues. It creates a process based on shared goals to establish a fair framework to negotiate future issues related to employee compensation.

Letter of Understanding
Between
SEIU Local 221/MM-PROF (the "Union")
And
The City of Chula Vista (the "City")
RE: Quality Workforce Program

The Union and the City agree to meet beginning no later than September 12, 2013 with the intent to agree upon the compensation component of the Quality Workforce Program ("QWP") no later than March 31, 2014. The following shall establish the parameters for the process:

1. All information reviewed shall be shared by the Union and the City.
2. The following subjects shall be considered appropriate for the purposes of this Letter of Understanding:
 - a. Comparable peer group or labor market to be surveyed for each job or group of jobs
 - b. Internal and external job classifications with which bargaining unit positions shall be compared and benchmarked in any salary survey
 - c. What percentile or other measurement shall be used as the parity goal
3. Either party may invite outside consultants or experts to participate in the process at its own expense. Both parties shall have access to the consultants and experts.
4. Employees and Department Heads shall be surveyed regarding duties, responsibilities, and job qualifications.
5. If agreement is not reached by January 31, 2014, then the parties shall request mediation through a mutually agreed upon mediator and, if none, then through the Federal Mediation and Conciliation Service.
6. The agreed upon compensation component of the QWP shall provide the framework for wage negotiations between the Union and the City for the successor Memorandum of Understanding between the parties.
7. Meetings will be conducted jointly with all bargaining unit employees and management employees in each department to review the agreed upon compensation component of the QWP prior to implementation.

This Letter of Understanding shall be incorporated by reference in the Memorandum of Understanding between the parties.

FOR THE UNION

FOR THE CITY

Date: _____

Date: _____

Results: As part of the package this is a win-win proposal in that City employees make progress in achieving goals and there is an agreed upon framework to both reach agreement and encourage buy-in throughout the city workforce around the City's goals related to its Quality Workforce Program.